



Overtime Thresholds (Excess Hours)

Thresholds are the work day or work week limits, beyond which excess (overtime) compensation is due. The Form of Payment and Rate of Payment in compliance with the Collective Bargaining Agreements (CBAs) and Montgomery County Personnel Regulations (MCPR) are determined by the Fair Labor Standards Act (FLSA) Status and Grade.

Excess Hours	FLSA Status and Grade		
	FLSA Non-Exempt	FLSA Exempt, Below Grade 25	FLSA Exempt, Grade 25 & Above
Daily Threshold *	8	8	8
Weekly Threshold	40	40**	N/A
Bi-Weekly Threshold ***	N/A	80	80
Default Form of Payment	Overtime Pay	Compensatory Leave	Compensatory Leave
Rate of Payment	1.5	1.5	1.0

Notes-

* Daily Thresholds are based on scheduled hours, typically 8 hours. For Full time employees, weekly or bi-weekly thresholds must be met before daily thresholds are triggered. For Part-time employees and some schedules, daily thresholds will trigger excess hours (overtime).

** MCGEO CBA allows for Exempt Employees below Grade 25 to request alterations to work day/work week. These requests are subject to Management approval. These requests are considered “employee directed” rather than “management directed.”

*** Public Safety Employees (FOP, IAFF and SHF) are subject to adjusted bi-weekly FLSA 7(k) thresholds, regardless of FLSA Status or Grade.

